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14 Apr 53

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SUBJECT: Advice to Any Company Contemplating Expansion into Turkey

SOURCE :

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1. Any US company contemplating expansion into Turkey should be especially cognizant of the labor situation which exists there. There is no unemployment in Turkey. I feel that Turkey could have double its present population without experiencing unemployment problems. Because of this situation, Turkish industry itself is limited in its expansion until methods are introduced which will increase production per employee.
2. In the agricultural areas of Turkey, a possible supply of labor exists in the winter, when the farms are not being worked. These people would not make satisfactory employees however, because, eager as they may be to work in the winter, they are very much attached to their land and would surely want to return to it in the warmer weather.
3. Any company planning to hire labor away from the Turkish industries would only bring about hard feelings. In the case of technical personnel it would frequently be impossible to hire them anyway. This is because Turkish manufacturers regularly sponsor young men through college on the understanding that the man will work two years for the manufacturer for each year spent in college. Many Turks who have attended schools in the US, the UK, or Germany have been under such an agreement.
4. The Turks are a very patriotic people, who are easily offended by adverse criticism. They are, however, extremely receptive to and appreciative of advice and constructive criticism.

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